

## Mandatory Vaccination

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## Mandatory Vaccination

The Government of Newfoundland and Labrador is suspending the **Mandatory Vaccination Policy** for public service employees on June 1, 2022. This policy was one of the tools that assisted with continued safety in the workplace, as well as offered additional health protection for all Newfoundlanders and Labradorians given the evidence of the effectiveness of the COVID-19 vaccine.

The **COVID-19 Vaccine Regulations** under the **Health Protection and Promotion Act** which came into effect in December 2021, will also be suspended as of June 1, 2022. These regulations required employees and service providers of certain businesses, facilities and organizations to be fully vaccinated or have an approved medical exemption. Given the current epidemiology of the province, a decision has been made not to extend them at this time. The regulations applied to:

Supporting  
Vulnerable People

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Work Screening  
Questionnaire

- Private long-term care facilities, personal care homes, community care homes, and assisted living facilities
- Home care providers
- Areas, parts, departments, or divisions of businesses where members of regulated health professions provide services in their capacity as health care professionals
- Private health care clinics
- Private and community ambulance service providers
- Fire departments
- Organizations with a charitable purpose that provide food, shelter, or other goods or services to people in need
- Organizations that provide regulated child care services, including those that provide school-based activities and before and after school programs and activities
- Organizations that provide therapeutic, supportive and residential services to children, youth and their families
- Private schools
- Post-secondary institutions
- Facilities that host gatherings for socializing, celebration, ceremony or entertainment
- Arenas
- Indoor gyms, fitness facilities, yoga studios and dance studios
- Facilities where sports and recreational activities are practiced indoors
- Facilities where group music, art, dance and drama activities are practiced indoors, including bands, choirs, dance and music classes
- Indoor entertainment facilities
- Businesses that hold a license under the **Liquor Control Act** whose primary purpose is the consumption of beer, wine or spirits (e.g., bars and lounges)
- Restaurants
- Cinemas and performance spaces
- Bingo halls
- Personal services establishments

While the regulations and the mandatory vaccination policy for public services employees will be suspended on June 1, Public Health will continue to monitor the epidemiology of the province and, as with any

public health measure, these may be reinstated at any time deemed necessary in the future for the protection of the people of the province.

## Responsibilities

### Owners/Operators

Owners and operators of a business, facility or organization listed above have the responsibility to destroy any records made in accordance with the regulations, upon the individual's request, on June 1, 2022.

### Can a business or organization choose to implement a mandatory vaccination policy, even if they are not required to do so?

A business or organization may decide to implement a mandatory vaccination policy as a business/organizational policy, even if not required by the **Regulations**. Government cannot provide specific advice to a businesses or organization and it is recommended that you contact your legal counsel before implementing a vaccination policy to ensure that legal and ethical implications are taken into consideration. Businesses and organizations may also wish to consider the information provided by the Newfoundland and Labrador Human Rights Commission with respect to mandatory vaccination policies: <https://thinkhumanrights.ca/human-rights-and-covid-19-best-practices/>



Contact

Department of  
Health and  
Community  
Services

Department  
Links

About the  
Division

Government  
Links

Government  
Topics

P.O. Box 8700  
1st Floor, West  
Block  
Confederation  
Building  
100 Prince  
Philip Drive  
St.  
John's, NL A1B  
4J6

**Email:**

healthinfo@gov.nl.ca

Branches and  
Divisions  
Agencies  
Legislation  
Publications  
Contact  
Twitter |  
@HCS\_GovNL  


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Mandate Letter  
  
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